

Future of Human Resource Systems

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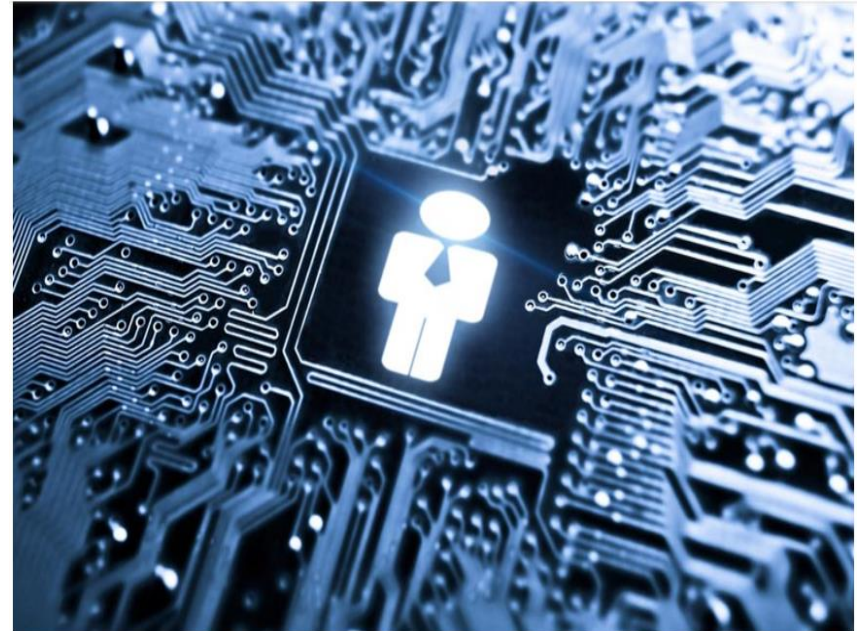


Current Applications

- * PMIS Personnel Management Information System
- * BES Benefits Eligibility System
- * RMS Recruit Management System
- * VLC Virginia Learning Center
- * EPR Enterprise Position Reporting
- * IPP Incentive & Performance Increase
- * WN Written Notice
- * TAL Time Attendance & Leave
- * MAH Total Population Health Management
- * VLW Workers' Compensation² Claims System

Current Tools

- * Data Warehouse
- * SAS Visual Analytics
- * HurMAN
- * eDirect
- * File Repository
- * Workers Comp Statistical Reporting



Functionality gaps

- * Onboarding
- * Performance Management
- * Digital Records
- * Workforce Planning
- * Career Development
- * Succession Planning



Where do we go from here?

* Build versus Buy

- ☐ PMIS Plus
- ☐ PeopleSoft
- ☐ Integrated Human Capital Management
- ☐ Other



What are your needs?

- ☐ Talent Acquisition & Onboarding
- ☐ Talent Management
- ☐ Compensation
- ☐ Benefits
- ☐ Performance Management
- ☐ Career & Succession
- ☐ Workforce Planning & Analytics
- ☐ Organization Management
- ☐ Learning
- ☐ Time, Attendance & Leave
- ☐ Audit & Compliance
- ☐ Digital Records
- ☐ Self-Service
- ☐ Mobile
- ☐ Other



Drivers

- * Functionality
- * Security
- * Costs



Next steps...

- * Request for Information (RFI)
 - Partner with VITA
 - Determine potential costs of system
 - Use the information in a budget request



What we need from you...

- * Provide your requirements
- * Identify non-central system used by your agency
 - Provider
 - Functionality
 - Cost
- * Participate in workgroups

